



Executive Director

Opportunity Brief

Inspiring Communities



About Inspiring Communities

Inspiring Communities (IC) supports the growth of the field of systems change in Atlantic Canada. IC provides a nest for experimentation, develops leadership in the field, and cultivates a culture of learning and evaluation for social change.

IC's work began in 2016, when a group of provincial deputy ministers in Nova Scotia responsible for social policy recognized the need to work across departments to tackle complex social issues - as well as to find new ways of working within communities to *build trust* and *find new solutions*. Preceded by Between the Bridges in Dartmouth North, IC's initial mandate was to develop collaborative community building initiatives in two rural areas using the Collective Impact framework; Northside Rising (North Sydney and Sydney Mines) and Turning the Tide (Digby and area).

In late 2018, IC became a standalone not-for-profit organization, funded by multiple partners and through multiple projects, with the vision of building relationships, skills and experimentation to change systems rooted in inequity that stand in the way of moving the needle on longstanding challenges.

IC now works on multiple initiatives with strategic partners, and has become the go-to organization for partnership due to its resilience and a continued focus on evaluation, impact and community-driven outcomes. Moving forward, the organization continues to support its vision, generate learning opportunities and build leadership skills for the field such as relationship building, strategic action, dismantling systemic barriers to equity and inclusion and facilitating shared learning. This complex area of work presents further opportunities for growth.

”

We are helping shift communities and change makers, moving our mindsets from one of competition and scarcity to one of collaboration and abundance, creating greater equity and wellbeing in Atlantic Canada.

Pandemic Response



Like everyone, IC's reality changed quickly in March 2020. The challenges everyone faced due to this new Covid reality were widespread and daunting. In response, IC brought people together via videoconferences in different ways to allow for collective problem solving and mutual support.

Additionally, the closure of schools and organizations created immediate gaps in vital services. Recognizing this, IC engaged in work to step in and address some of these gaps. One noteworthy example of IC's support work was the Food for Thought (FFT) program.

FFT was a virtual school meal program created by the NS Department of Business working in partnership with the NS Department of Education and Early Childhood Development to support Nova Scotia students dependent on their school breakfast program for a daily nutritious meal.

When schools closed, the FFT program ensured daily meals for students who would benefit most. The program was also an opportunity to support struggling local restaurants. The program provided meal credits (\$10/ day, Monday-Friday) to identified students. Families were able to place orders to participating local restaurants via a locally developed online ordering system.

By end of the program on June 30, over 35,000 lunches had been delivered to students in 12 communities, from 36 schools.





IC's Future

Much has been accomplished over a short period of time. We continue to be inspired to create a space for new thinking, collaboration and systems change - and IC continues to be inspired to go further. Some things to look forward to include:

- Deepening the relationship with BIPOC communities. This is important work that includes creating the space to listen, learn and collaborate with community leaders in order to build rich and meaningful relationships.
- Enhancing and amplifying *Wayside*, an online learning platform which offers unique and enriched learning experiences designed to help build capacity in the systems change sector.
- Continuing to support current initiatives and finding new ways to nurture and support others who could benefit.
- Building partnerships with others and exploring opportunities to shape what a post-COVID-19 world looks like in the social sector.

Impact and Accomplishments

In 5 short years:

- | | |
|---|--------------------|
| 14+ Partnerships either in action or in development | 5 Nesting projects |
| 5 Established funding partnerships both provincially and federally | 20 Full time staff |
| 4 Evaluation partnerships, including evaluation coaching designed for BIPOC communities and organizations | 6 Part time staff |
| | 6 Board members |

"What word best describes Inspiring Communities' culture?"

Growth: emerging, evolving, ever-changing, growing

Supportive: collaborative, developmental, understanding, flexible, woven, humane, supportive

Transformational: thoughtful, big-picture, questioning, curious, learning



Executive Director Opportunity

As IC embarks on a new and exciting chapter of its journey, the organization is looking for a visionary Executive Director (ED) to join the leadership team. Working closely with the IC leadership team, and reporting to the IC Board of directors, the ED is responsible for the overall management and development of the organization. This 2 year contract position requires strong vision, communications skills, ability to develop cross-sector relationships, and capacity for thinking at the systems level to identify opportunities for collaboration and impact.

IC continues on the journey towards equity, diversity and inclusion, and a recognition of systemic inequalities and willingness to engage in and learn from these challenging conversations is required.

Candidate Profile & Priority Capacities

The successful candidate for this important position will possess a combination of the following capacities and leadership attributes:

- **Strategic Thinking:** A big-picture, long-term thinker; able to lead an organization to help set and achieve its vision, goals and objectives. The ability to formulate creative solutions to complex scenarios. An intrapreneur with a heart and an ability to align the interests of a diverse group of stakeholders despite differing objectives and competing resources.
- **People Leadership:** People leadership including change management, coaching and mentorship are essential in this role. High level of emotional intelligence, a strong and respected leader with a track record of motivating, inspiring and mentoring staff teams. Ability to foster a healthy, safe, inclusive workplace that demonstrates IC's values of integrity, community, creativity, collaboration and learning.
- **Community Experience:** Leadership experience gained in a multi-stakeholder environment and where success in leveraging a partnership model is in evidence. Ideally, has played a key role within the social purpose ecosystem. A demonstrated passion for community.
- **Fund Development:** Lead, manage, enhance and leverage current and new funding relationships with funding partners provincially and nationally.
- **Financial/Business/Management Acumen:** Strong financial, management, planning and execution skills. Able to oversee a wide range of operations and projects, and skilled at using effective processes to evaluate and advance initiatives, including financial modelling, and budgeting.
- **Change Management:** The role will focus on the people side of change during a period of transformation. It will require strategies and plans to increase trust and engagement while building organizational resilience. Leading teams through uncertain times treating it as an opportunity for growth.
- **Project Management:** Strong leadership skills with the ability to manage both projects and people. Strong organizational and project management skills and knowledge of project management software and systems.

IC's Principles (explore more here)



WE THINK BIG



WE LIKE TO LEARN



WE KNOW WE ALL NEED EACH OTHER



WE TAKE ACTION FOR SOCIAL JUSTICE



WE ARE INTENTIONAL

Position Responsibilities

Primary responsibilities include overseeing the governance, growth and development of IC including (but not limited to):

- Leading organizational strategic planning and critically evaluating priorities around the strategic plan, as well as organizational mission and vision
- Developing government relations, including working with a group of provincial government partners to support the three collective impact community sites
- Developing and sustaining funder relations
- Supporting the Board of Directors in fulfilling its mission
- Overseeing the organizational work plan and ensuring that it meets funding requirements
- Identifying, critically evaluating and pursuing new development opportunities
- Managing the core operating budget and approving all monthly expenditures
- Managing teams and projects remotely, both due to pandemic and geographical constraints
- Ensuring policies and procedures are up to date and followed
- Overseeing the external communications of IC

Desired skills and experience for this position include:

- A proven ability to be adaptive and resilient and a high degree of comfort with uncertainty and complexity
- Exceptional relationship building skills with a wide range of stakeholders and life perspectives
- Strong leadership skills including a willingness to show humility, acknowledge power dynamics, and engage in constructive dialogue to address conflicts
- A commitment to ongoing learning and development
- An ability to be adaptive based on learning and need, and a high degree of comfort with uncertainty
- Commitment to equity, diversity and inclusion, and an understanding of systemic inequities

EDUCATION AND EXPERIENCE:

- Bachelor's degree in a relevant field or demonstrated related experience
- A relevant combination of education and experience that position the candidate to lead an organization with a variety of areas of work and projects
- 5+ years' leadership experience in a senior management role, ideally in a large social purpose organization, with at least 3 years' experience leading and managing a team of full-time and part-time employees
- Experience running or practical knowledge of the challenges and opportunities inherent in non-profit/social enterprise/start-up environments
- Experience in community building in a shared space environment such as co-working and/or collaboration spaces is considered an asset
- Detailed knowledge and experience of non-profit and charitable sector governance, legislation and best practice is considered an asset

Compensation, benefits and salary:

This position includes a generous compensation package, including base salary, health benefits and five weeks of vacation time.

IC supports a flexible work environment including the option to work from home at times, and some flexibility in work hours.

Some travel within Atlantic Canada may be required.

HOW TO APPLY

To apply, please merge your cover letter and resume into one PDF and:

- send to: applications@p4g.ca
- the subject header: Executive Director - Inspiring Communities

Applications will be accepted until: 5pm, January 29th.

Please be sure to include a cover letter that speaks to your experience, but we also want to get a glimpse of your personality. This position requires courageous leadership of an organization in growth and transformation.

Diversity & Inclusion: IC is intentional in creating spaces that are inclusive and intentionally reflect our communities. The organization recognizes that more representation is needed within the team, particularly from African Nova Scotian and Indigenous Communities. Candidates who identify as Black, Indigenous, Person of Colour, LGBTQ+ are encouraged to self-identify in their application/cover letter.